



## **Alaska Commission on Postsecondary Education**

**Jimmy Clarke, Malia Sieve,  
Kim Hunter Reed  
HCM Strategists  
October 23, 2014**

# **STRATEGY LABS**

State Policy to Increase Higher Education Attainment



SUPPORTED BY  
**Lumina**<sup>™</sup>  
FOUNDATION

# STRATEGY LABS

State Policy to Increase Higher Education Attainment

Lumina's vehicle for higher education system change

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Open platform for leaders and influencers in all 50 states to share research and data, encourage peer learning and professional experiences to advance Goal 2025.

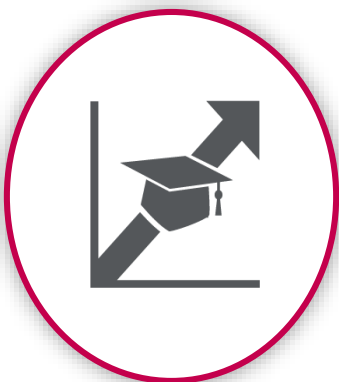


**GOAL**  
**2025**

**60%**

of adults with high quality  
degrees or credentials by  
the Year 2025

# Lumina State Policy Agenda



**Improve  
Student  
Outcomes**



**Align  
Investments  
with  
Student Needs**



**Create Smarter  
Pathways  
for  
Students**

# State Policy Agenda & Goal 2025

- The State Policy Agenda is Lumina's plan for how we will reach Goal 2025
- The agenda is Lumina's response to states
- Intended as a guide, not a checklist, to help states increase higher education attainment
- 20 evidenced-based policies and practices



# Improve **Student** Outcomes

- 1) Set an ambitious goal for increased attainment
- 2) Develop a statewide plan to reach goal
- 3) Create a comprehensive data system
- 4) Adopt accountability metrics & dashboards
- 5) Support efforts to define & use learning outcomes at the degree & certificate level
- 6) Create user friendly public information tools for students & families

# Align Investments with **Student** Needs

- 7) Reach consensus on the financial resources necessary to reach state goal
- 8) Adopt & sustain outcomes based funding
- 9) Develop lower cost pathways to degrees
- 10) Develop & implement a comprehensive student financial aid approach
- 11) Encourage & support full-time enrollment
- 12) Encourage institutions' mission & capacity to evolve to meet state & regional needs

# Create Smarter Pathways for **Students**

- 13) Adopt guided pathways to credentials
- 14) Adopt statewide policies to guarantee transfer
- 15) Align statewide K-12 assessments with college readiness standards & placement exams
- 16) Enact credit hour limits
- 17) Establish statewide system to award & recognize credits thru assessment of prior learning
- 18) Ensure competency based programs for adults are available statewide
- 19) Expand availability of online learning by adopting SARA
- 20) Create statewide program to identify adults with some college but no postsecondary credential



# Strategy Labs Resources

- **Non-Partisan, Evidence-Based Policy Expertise**
  - Policy expertise provided in writing, by webinars, teleconferences and on-site
  - Keynote speakers
  - Policy experts' participation in state meeting

# Strategy Labs Resources

- **Convening and Facilitation**
  - Site visits to states that are exemplars in policy areas
  - Multi-state workshops to explore issues and approaches with peers and experts
  - Meeting preparation and facilitation, including board meetings, workshops and summits

# Strategy Labs Resources

- **Executive Support**
  - Expert, non-partisan testimony upon request of legislative leadership
  - Executive support to Governors, legislative leaders and SHEEOs
  - Briefings for legislators and legislative staffs
- **Research**



# Increase Student Outcomes

Set Ambitious Attainment Goal

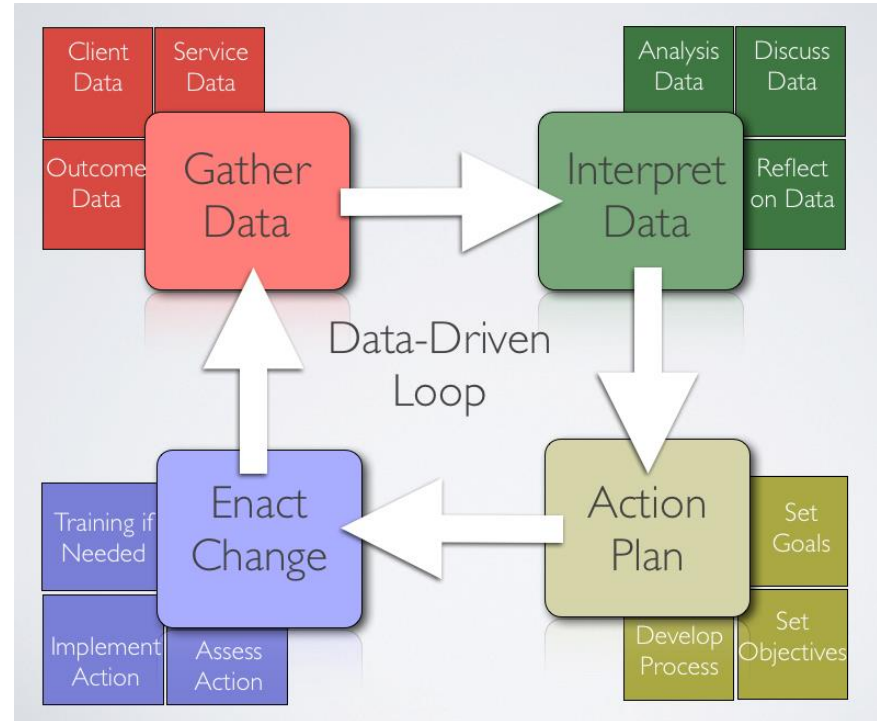
Adopt Accountability Metrics & Dashboards

Malia Sieve

*If you don't know where you are going, any road will get you there.*

- Lewis Carroll, *Alice in Wonderland*

# Data Driven Decision-Making



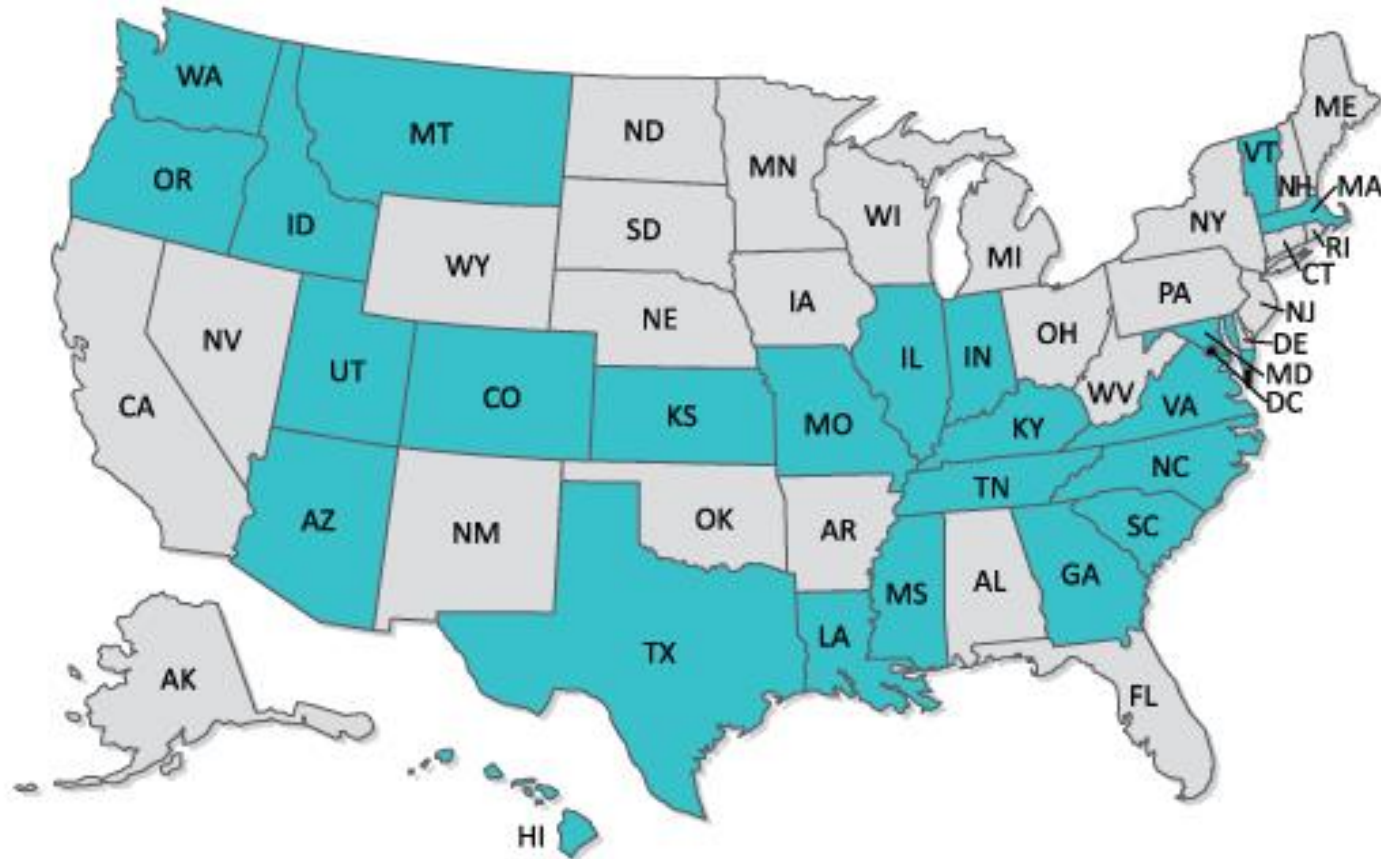


# Set an Ambitious Attainment Goal

- Measurable, challenging and includes a target date
- Addresses gaps in attainment for underrepresented populations
- Based on analysis of state's workforce needs
- Embraced by many stakeholders, including K-12 and workforce
- Articulated in statute and/or strategic plan for higher education

## States with Attainment Goals

September 25, 2014



# State Attainment Goal Examples

- MD
  - By 2025, at least 55% of residents 25-64 years old hold an associate's degree or bachelor's degree
- CO
  - Increase the number of Coloradans aged 25-34 who hold high-quality postsecondary credentials (degrees or certificates) to 66% by 2025, as well as reduce attainment gaps among students from underserved communities

# Alaska Postsecondary Access & Completion Network

- Proposed Goal Statement
  - 65% by 2025 – Percentage of working-age Alaskans with a postsecondary credential
- Network Mission Statement
  - Increase the percentage of all Alaskans who complete postsecondary education, particularly credentials relevant to a robust Alaskan economy.

# Accountability Metrics

- Develop system-wide, comprehensive data and information system
- Set metrics to monitor progress toward the goal
  - Student progress metrics
  - Student outcomes metrics (academic; employment)
  - Cost per degree
  - Student loan repayment and default
- Disaggregate by sub-populations where appropriate

# Dashboards

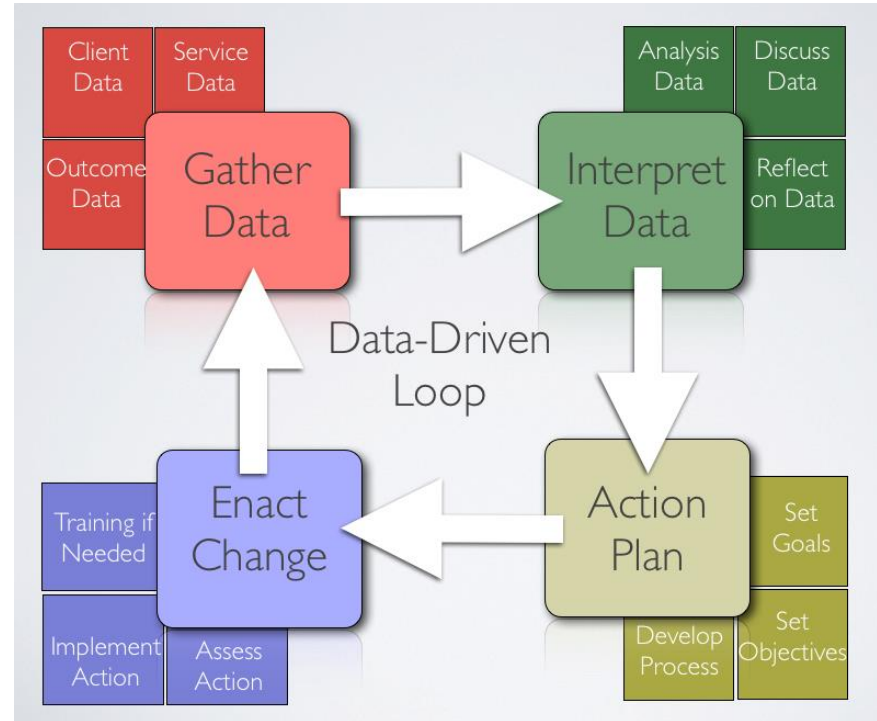
- Develop scorecards/dashboards to easily keep track of progress toward the goal
  - State Level, Cross-Sector Dashboard
    - [AZ Ready Report Card](#)
    - [MD StateStat](#)
  - Postsecondary System Dashboard
    - [KY Council on Postsecondary Education](#) – 2 & 4 year dashboard
    - [University of Texas System](#) – 10 Core Indicators
    - [seekUT](#) – Analysis of employment and earning data at the student level
  - System Predictive Analytics – CalState System



# Translating Data into Information for Action

- Communicate vision and goals clearly and broadly
- Engage stakeholders that need to act on the data in all steps, including the development of the vision, goals, and metrics
- Meaningfully tie data to expectations around change/improvement
- Embed the data into routines to ensure data is used and useful

# Data Driven Decision-Making





# Create Smarter Pathways

Align K12 Assessments with College  
Readiness Standards and Placement Exams

Malia Sieve

# Challenges to Student Success

- Low Completion Rates
- Too Much Time To Degree
- Excess Credit Hours
- High Costs



# Contributing Factor = Lack of Readiness

- Approximately 50% of 2-year students and 20% of 4-year students require remediation/developmental math and/or English courses
- 40% of Alaska's high school grads met SAT's College Readiness benchmarks
- High school curriculum and assessments not aligned with college expectations

# Align Assessments & Readiness Standards

- Working jointly between high school and college educators:
  - Define what it means to be college ready
  - Develop and implement standards based on this definition
  - Agree upon assessments that align to these college readiness standards and college placement exams
  - Administer these assessments in 10<sup>th</sup> and 11<sup>th</sup> grades to make instruction decisions for students
    - Address remediation needs
    - Accelerate student college progression



# Alignment Examples

- California's Early Assessment Program (EAP)
  - Developed between CSU faculty and K12 teachers to ensure students were ready for entry level courses
  - Co-developed California Standards Test (CST) that covered state high school standards and CSU placement standards
- Louisiana
  - Administers the ACT to 11<sup>th</sup> graders to determine readiness, provide instruction to address potential remedial needs
  - ACT scores are also used for admissions and placement decisions



# Create Smarter Pathways

Adopt Guided Pathways

Dr. Kim Hunter Reed

# Challenges to Student Success

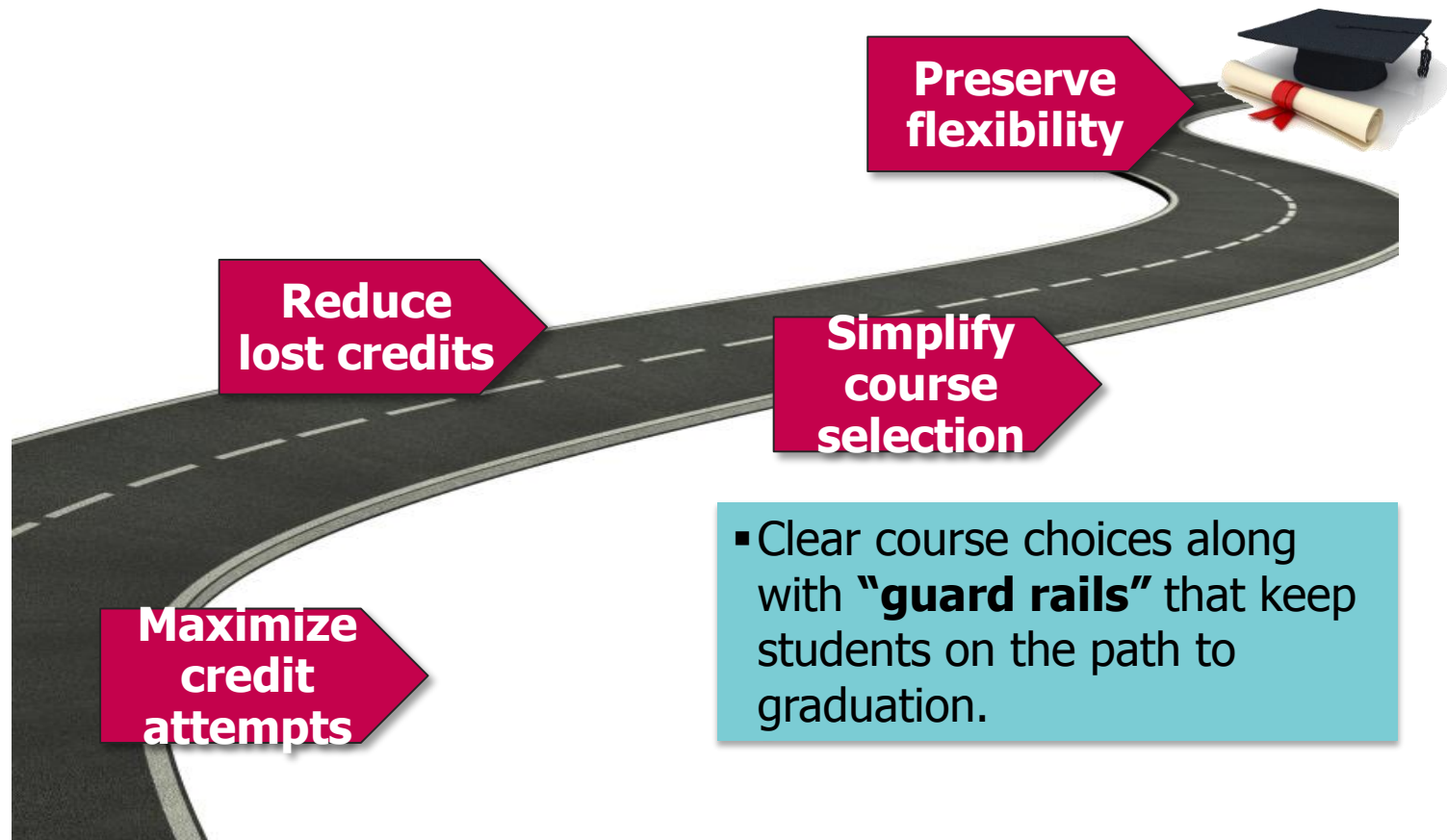
- Low Completion Rates
- Too Much Time To Degree
- Excess Credit Hours
- High Costs



# Keys to Student Success



# Providing students with a clear pathway to success is possible through a number of promising strategies





# Adopt Guided Pathway

- Clear roadmap to completion
  - Structured meta majors and degree plans
  - Default pathways
  - Intrusive Advising
  - Data-informed process
- Goal is informed choice for students





# Adopt Guided Pathway

- **Florida State**
  - Challenge -- course demand, excess hours, retentions and graduation rates,
  - Solutions -- demand analysis and degree maps and milestone courses
  - Results – 6% increase in retention, 17% increase in graduation rate, and significant decrease in excess hours

# Degree Maps

- Provide a term-by-term sequence of courses required to complete the degree in four years. This helps students understand how degree requirements can be translated into a term-by-term registration plan.

DIVISION OF UNDERGRADUATE STUDIES

UNDERGRADUATE  
ACADEMIC PROGRAM GUIDE

(AND COMMUNITY COLLEGE COUNSELING MANUAL) 2013-2014

**Program Guide Legend**  
**P** Program Description  
**M** Academic Map  
**D** Department URL  
**C** Learning Compact

**Academic Degree Programs:**

To use this resource, first find your program of interest and then select **P** for a detailed program description, **M** to view the academic map, **D** to link to the department's webpage, or **C** to access the Academic Learning Compact. The program descriptions are also available in PDF format at [Academic Programs](#). Download the most recent version of Adobe Acrobat Reader at [Adobe](#).

**Links:** [Suspended/Closed Programs](#) [Minors](#) [Certificates/Specialized Studies](#) [Other Programs](#) [Bachelors/Masters Programs](#) [Liberal Studies](#)

<b>P</b>	<b>M</b>	<b>D</b>	<b>C</b>	Accounting *
<b>P</b>	<b>M</b>	<b>D</b>	<b>C</b>	Actuarial Science
<b>P</b>	<b>M</b>	<b>D</b>	<b>C</b>	Advertising (Communication)
<b>P</b>	<b>M</b>	<b>D</b>	<b>C</b>	African American Studies
<b>P</b>	<b>M</b>	<b>D</b>	<b>C</b>	Anthropology
<b>P</b>	<b>M</b>	<b>D</b>	<b>C</b>	Applied Mathematics
<b>P</b>	<b>M</b>	<b>D</b>	<b>C</b>	Art, Studio BA
<b>P</b>	<b>M</b>	<b>D</b>	<b>C</b>	Art, Studio BFA
<b>P</b>	<b>M</b>	<b>D</b>	<b>C</b>	Art History
<b>P</b>	<b>M</b>	<b>D</b>	<b>C</b>	Asian Studies

# Accelerated Degrees with Block Schedules for Meta-Majors



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## Accelerated Study In Associate Programs

[About ASAP \[+\]](#)

[Additional ASAP Program Details \[+\]](#)

[Current ASAP Students \[+\]](#)

[ASAP Staff \[+\]](#)

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# Block Schedule for Business Meta-Major

**ASAP Block Program Sample**

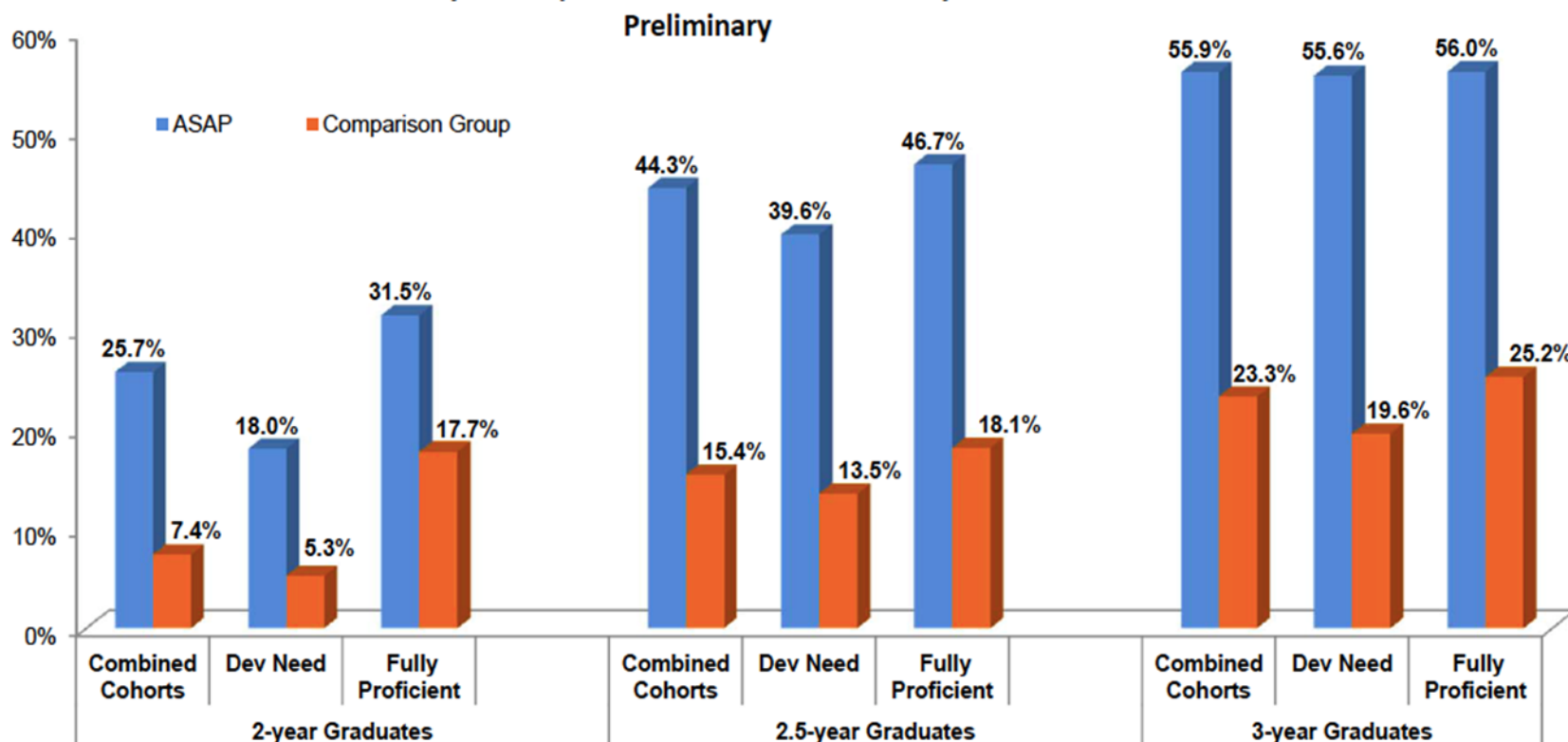
**Business Administration (A.S.)**

HOURS	SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
8:00-8:50 AM			ENGLISH COMPOSITION		ENGLISH COMPOSITION		
9:00-9:50 AM		BUSINESS COMMUNICATION	ENGLISH COMPOSITION	BUSINESS COMMUNICATION	ENGLISH COMPOSITION	INTRODUCTION TO HEALTH	
10:00-10:50 AM		MARKETING	COMPUTER FUNDAMENTALS	MARKETING	COMPUTER FUNDAMENTALS	INTRODUCTION TO HEALTH	
11:00-11:50 AM			COMPUTER FUNDAMENTALS		COMPUTER FUNDAMENTALS	ASAP SEMINAR	
12:00-12:50 PM		REVIEW SESSION	REVIEW SESSION	REVIEW SESSION		ASAP SEMINAR	
1:00-1:50 PM							

[http://www.bcc.cuny.edu/asap/Documents/ASAP\\_SampleBlock.pdf](http://www.bcc.cuny.edu/asap/Documents/ASAP_SampleBlock.pdf)

# ASAP Program Results

Chart 1: Graduation Rates for Combined ASAP and Comparison Group Cohorts:  
By Developmental Need at Time of Entry<sup>1</sup>



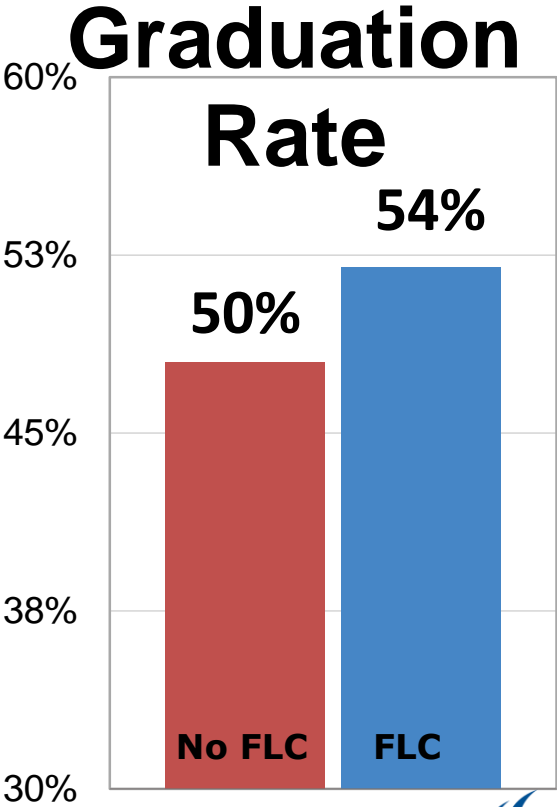
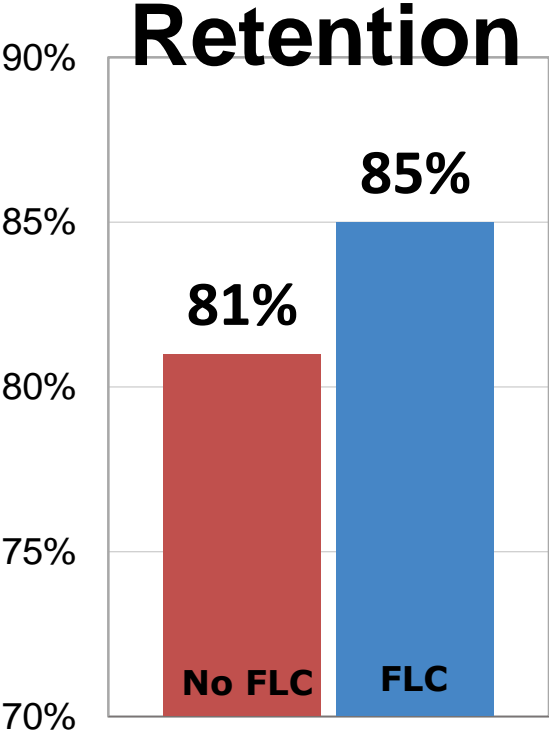
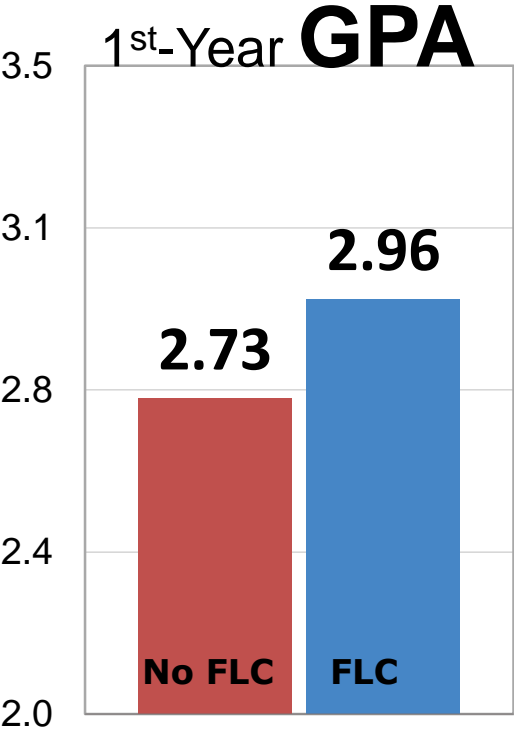
# Using Guided Pathways to Accelerate Student Success



Georgia State University

# Freshmen Learning Communities

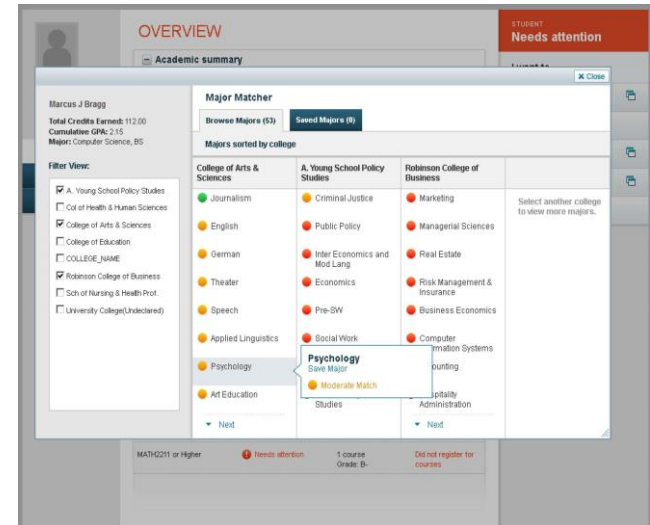
7 Meta Majors



# Intrusive Advising

## Georgia State's Web-Based GPS Advising System

- Based on 10 years of RPG data at Georgia State and 2.5 million grades
- Live, nightly feeds from Banner and daily alerts to advisors if students missed markers
- Predictive analytics for each student's success in individual majors and courses
- Tracks alerts for risk factors





## Degree Conferrals

07-08	08-09	09-10	10-11	11-12	12-13	5-Yr Change
5,857	6,188	6,419	6,901	7,365	7,590	+30%



# Georgia State's Results!

- Most African American baccalaureate degrees in the country
- Named “One of the Top 100 Hispanic Serving Universities in the U.S.”
- Most Asian American students graduated in Georgia
- Second highest increase in graduation rates for underrepresented students in the nation – Education Trust

# Driving Change





# Adopt Guided Pathways

## Student Benefit

- Save Time and Money
- Avoid Unnecessary Courses
- Reduce Time to Degree
- Informed Choices
- On Track to Degree Completion

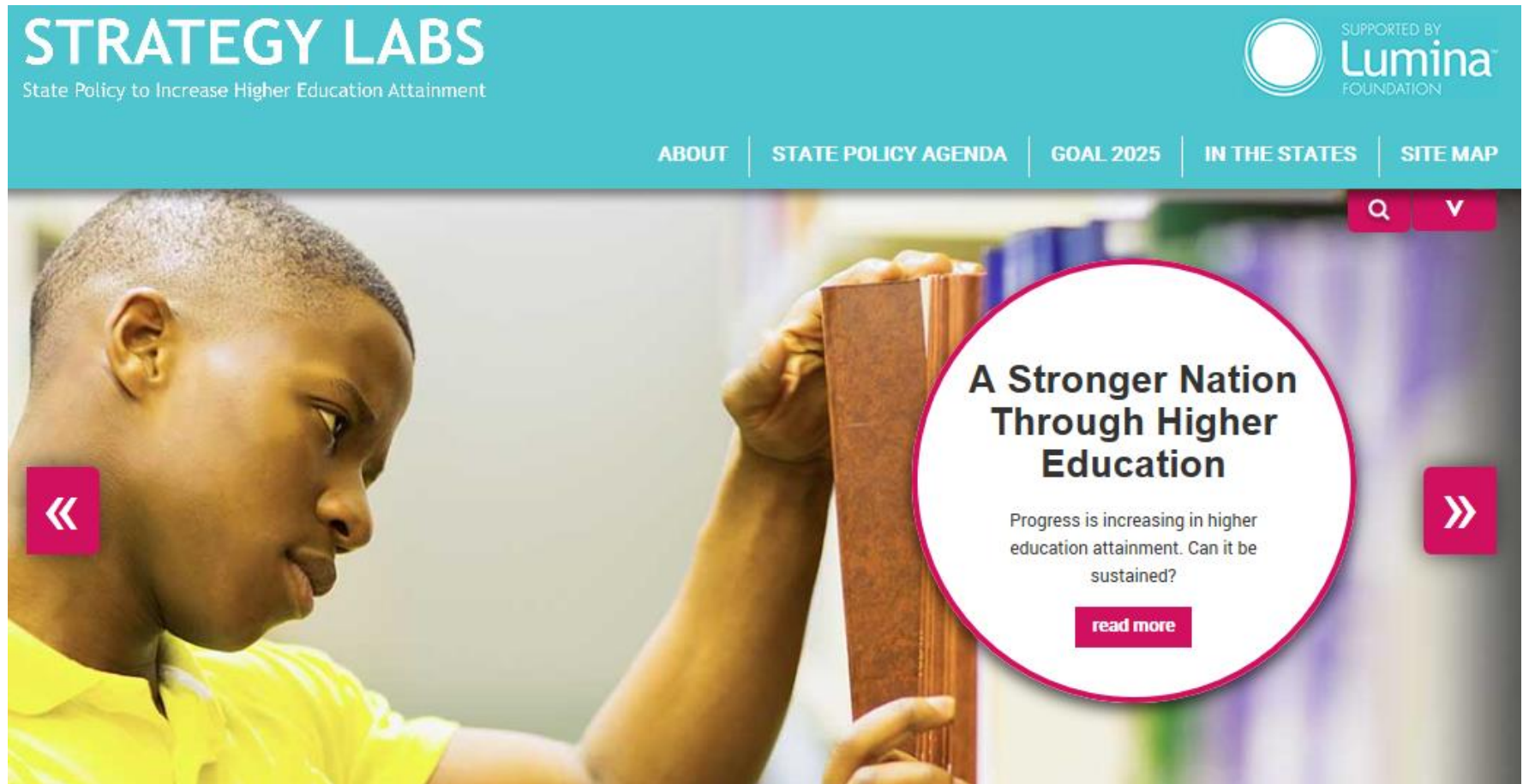
## Campus Benefit

- Know the number of meta-majors and student progress toward a degree
- Inform student course needs
- Resources can be optimally deployed

**Drive Increased Attainment For Students and the State**

# Questions?

# StrategyLabs.LuminaFoundation.org



The screenshot shows the top portion of the Strategy Labs website. The header is a teal bar with the 'STRATEGY LABS' logo on the left, the tagline 'State Policy to Increase Higher Education Attainment', and the Lumina Foundation logo on the right. A navigation menu in the center of the header includes links for 'ABOUT', 'STATE POLICY AGENDA', 'GOAL 2025', 'IN THE STATES', and 'SITE MAP'. Below the header is a hero section featuring a background image of a young Black man in a yellow shirt looking at books in a library. Overlaid on the right side of the hero section is a white circular callout with a pink border. Inside the circle, the text reads 'A Stronger Nation Through Higher Education' followed by 'Progress is increasing in higher education attainment. Can it be sustained?' and a pink 'read more' button. Navigation arrows (double left and double right) are visible on the left and right sides of the hero section. Search and view icons are located in the top right corner of the hero section.

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[read more](#)